

STATE OF WISCONSIN
EMPLOYMENT RELATIONS COMMISSION

BIENNIAL REPORT

JULY 1, 2007
JUNE 30, 2009

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Chair
Paul Gordon
Commissioner
Susan J. M. Bauman
Commissioner



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State of Wisconsin
Wisconsin Employment Relations Commission

Dear Governor:

The following is the Biennial Report of the Wisconsin Employment Relations Commission for 2007-2009 biennium. The report represents a compilation of the statistical and subjective record of the agency over this period. The agency continues to maintain its statewide and national recognition for competence, fairness and integrity as the administrative agency for the labor relations laws of the State of Wisconsin.

As a Commission, we look forward to maintaining that hard working reputation through the continued exercise of diligence and professionalism in the performance of our duties.

Respectfully Submitted

WISCONSIN EMPLOYMENT RELATIONS COMMISSION


Judith Neumann
Chairperson


Paul Gordon
Commissioner


Susan J. M. Bauman
Commissioner

The Governor of Wisconsin

State Capitol

Madison, Wisconsin

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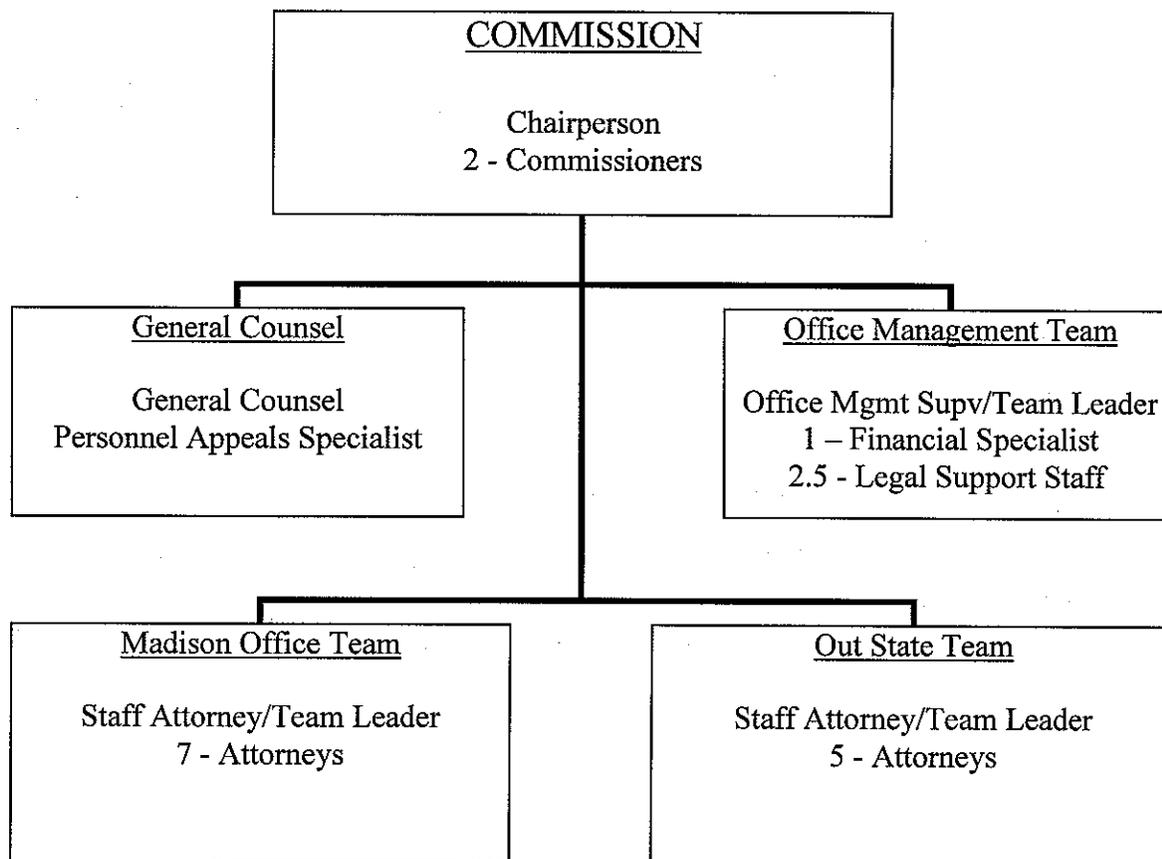
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Agency Functions and Organization:

Functions: The primary mission of the Wisconsin Employment Relations Commission (WERC) is to promote peaceful labor relations and collective bargaining throughout the State of Wisconsin and thereby avoid the costly consequences of strikes and lockouts and other interruptions of services and production. To accomplish its mission, the WERC has jurisdiction over certain private sector labor relations matters under the Wisconsin Employment Peace Act (WEPA) (Subchapter 1, Chapter 111, Wis. Stats.), over municipal labor relations under the Municipal Employment Relations Act (MERA) (Subchapter IV, Chapter 111, Wis. Stats.), over state labor relations under the State Employment Labor Relations Act (SELRA) (Subchapter V, Chapter 111, Wis. Stats.), and over appeals of certain state personnel actions under Sec. 230.45 (1), Stats. The WERC's labor relations work includes conducting elections to determine bargaining units and bargaining representatives and conducting referenda regarding all-union, maintenance of membership, and fair share agreements; issuing decisions regarding unfair labor practice, election, unit clarification, and declaratory ruling cases; mediating collective bargaining disputes; and providing arbitration services for grievances arising over the interpretation and application of existing collective bargaining agreements. The WERC also issues decisions regarding appeals of certain state personnel actions, and provides labor management consensus bargaining training, designed to enable the parties to work together to achieve common goals.

Organization: The WERC consists of three Commissioners appointed by the Governor, with the consent of the Senate, for six-year terms with one Commissioner designated by the Governor to serve as Chairperson for a two-year term. Throughout the biennium the Commissioners were Judith Neumann (Chairperson), Paul Gordon, and Susan J.M. Bauman. The WERC also has a staff of professional hearing examiner/mediator/arbitrators, as well as an Office Management Supervisor and support personnel. The Agency's organization is charted as follows:

WISCONSIN EMPLOYMENT RELATIONS COMMISSION
Organization Chart



Performance and Operations during the Biennium:

During the biennium, the WERC staff consisted of 16 professional employees, one Office Management Specialist, and 3.5 support staff. The WERC has continued to follow a strategic plan that expresses its commitment to improving the quality and the timeliness of its services and to actively seeking the input of the users of the WERC's services in this regard.

Major Program Goals and Objectives:

The WERC has established a performance measure by which the timeliness and effectiveness of service delivery can be evaluated (See Appendix A). Using those performance measures, the WERC continues to provide excellent mediation services, but needs to improve the timeliness of decision issuance and of the processing of personnel appeals.

Technology development continues to be a goal of the agency. The content of the website maintained by the WERC (<http://werc.wi.gov>) has been expanded to include substantial full-text searchable archives of labor relations decisions, grievance awards, municipal interest awards and personnel appeal decisions. The WERC's grievance awards and labor relations decisions continue to be made available on the State Bar of Wisconsin's website, as well. The WERC has encouraged its personnel and its customers to make use of e-mail whenever possible, and the WERC's new rules are designed to remove obstacles to the use of e-mail in nearly all aspects of communication to and from the WERC.

Flexible Time Work Schedules

Because many of those served by the WERC are members of locally elected governing bodies, a good deal of the work is performed in the evening or at late afternoon meetings in locations throughout the State. This requires all Commissioners and professional staff to have flexible working hours and to coordinate meeting, hearing, and writing schedules. With a very high professional-to-support staff ratio, support staff hours and schedules are occasionally adjusted to meet the needs of the WERC and to respond to the normal operating hours expected of State agencies. In addition, support staff employee hours are adjusted from time to time to accommodate the personal/family needs of those employees.

Biennial Caseload Summary

During the 2007 – 2009 biennium there were 1,908 new cases filed with the WERC and 2,088 cases closed. Included within the closed cases were 69 in which the Commission conducted representation votes. The Commission itself issued 103 decisions (including 40 personnel appeal decisions), the Commissioners and professional staff issued an aggregate of 277 grievance arbitration awards, and the professional staff issued 46 unfair labor practice/prohibited practice decisions.

Among the cases closed during the biennium were 727 mediation-type cases, 553 of which were voluntarily settled/closed without the need for an interest arbitration award or fact finder recommendation.

During the biennium 136 personnel appeal-type cases were closed, including 42 classification cases, 51 discipline cases, 12 non-selection cases, and 31 cases in other personnel appeals areas.

Court Activity During the Biennium

During the biennium, decisions from the Wisconsin Courts yielded a final disposition of 10 Commission cases. At the Circuit Court level, 5 decisions affirmed the Commission's decision and one Commission decision was affirmed in part and reversed in part. At the Court of Appeals, 4 Commission decisions were affirmed.

APPENDIX A

PERFORMANCE MEASURES

2008 AND 2009 GOALS AND ACTUALS

Prog No	Performance Measure	Goal 2008	Actual 2008	Goal 2009	Actual 2009
1.	Percentage of grievance awards issued by attorney-mediator staff and commissioners in compliance with time guidelines.	85%	55%	85%	60%
1.	Percentage of labor relations decisions issued by attorney-mediator staff, commissioners or commission in compliance with time guidelines.	90%	71%	90%	72%
1.	Percentage of mediation-type cases closed without interest arbitration award or fact finding recommendation.	90%	87%	90%	90%
1.	Median number of calendar days from opening to closing of personnel appeal cases.	170	125	170	96

Note: Based on fiscal year.

TOTAL CASES PROCESSED BY THE COMMISSION 2007 - 2008

PRIVATE EMPLOYMENT CASES

	Cases Pending 07/01/2007	Cases Received 2007-2008	Closed 2007-2008	Cases Pending 07/01/2008	Cases Received 2008-2009	Closed 2008-2009	Employees	Cases Pending 06/30/2009
	Cases	Cases	Cases	Cases	Cases	Cases	Employees	Cases
Complaint-Ce	0	0	0	0	0	0		0
Complaint-Cw (Individual)	2	6	2	6	0	4	3	2
Election-E	1	0	1	0	0	0		0
Election-E(u/c)	0	0	0	0	0	0		0
Referendum-R	1	0	1	0	0	0		0
Election/Referendum-E/R	0	0	0	0	0	0		0
Arbitration-A	43	34	54	23	40	32	146	31
Mediation-M	0	1	2	0	2	1	1	1
Declaratory Ruling-DR	0	0	0	0	0	0		0
LMC	0	0	0	0	0	0		0
Totals	48	41	60	29	42	37	150	34

MUNICIPAL EMPLOYMENT CASES

	Cases Pending 07/01/2007	Cases Received 2007-2008	Closed 2007-2008	Cases Pending 07/01/2008	Cases Received 2008-2009	Closed 2008-2009	Employees	Cases Pending 06/30/2009
	Cases	Cases	Cases	Cases	Cases	Cases	Employees	Cases
Election-ME	22	39	40	21	37	44	1147	14
Election-ME(u/c)	42	28	37	33	36	37	633	32
Referendum-MR	0	0	0	0	0	0		0
Declaratory Ruling-DR(M)	21	8	21	8	11	13	1	6
Complaint-MP	164	80	100	144	82	100	20	126
Arbitration-MA	316	379	389	306	313	321	3100	298
Interest Arbitration-MIA	56	40	60	36	53	50	2112	39
Interest Arbitration-INT/ARB	175	240	243	173	170	223	16206	119
Mediation-MM	31	95	77	49	58	67	4650	40
Fact Finding-FF	0	0	0	0	1	1	4	0
LMC-M	4	1	1	4	4	5	1	3
Totals	831	910	968	773	765	861	27874	677

STATE EMPLOYMENT CASES

	<u>Cases Pending 07/01/2007</u>	<u>Cases Received 2007-2008</u>	<u>Closed 2007-2008 Cases</u>	<u>Employees</u>	<u>Cases Pending 07/01/2008</u>	<u>Cases Received 2008-2009</u>	<u>Closed 2008-2009 Cases</u>	<u>Employees</u>	<u>Cases Pending 06/30/2009</u>
Election-SE	0	0	0		0	0	0		0
Election-SE(u/c)	1	0	0		1	0	0		1
Referendum-SR	0	1	0		1	1	2	776	0
Complaint-PP(S)	20	10	8	24	22	4	12	4	14
Arbitration-SA	0	0	0		0	1	0		1
Mediation-SM	2	1	0		3	3	3	57	3
Fact Finding-FF(S)	0	0	0		0	0	0		0
Declaratory Ruling-DR(S)	2	0	0		2	0	1	1	1
LMC-S	0	0	0		0	0	0		0
Totals	25	12	8	24	29	9	18	838	20

PERSONNEL APPEAL (PA) CASES

	<u>Cases Pending 07/01/2007</u>	<u>Cases Received 2007-2008</u>	<u>Closed 2007-2008 Cases</u>	<u>Employees</u>	<u>Cases Pending 07/01/2008</u>	<u>Cases Received 2008-2009</u>	<u>Closed 2008-2009 Cases</u>	<u>Employees</u>	<u>Cases Pending 06/30/2009</u>
Totals	69	56	67	75	58	73	69	71	62

GRAND TOTAL	973	1019	1103	51231	889	889	985	28933	793
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TOTAL CASES PROCESSED BY THE COMMISSION 2007 - 2009

WISCONSIN EMPLOYMENT PEACE ACT

	<u>Private Employment Respondent Complaint (Ce) Cases Processed</u>							
	<u>Cases Pending 07/01/2007</u>	<u>Cases Received 2007-2008</u>	<u>Cases Closed 2007-2008</u>	<u>Employees</u>	<u>Cases Pending 07/01/2008</u>	<u>Cases Received 2008-2009</u>	<u>Cases Closed 2008-2009</u>	<u>Cases Pending 06/30/2009</u>
Employer	0	0	0		0	0	0	0
Individual	0	0	0		0	0	0	0
Union	0	0	0		0	0	0	0
Totals	0	0	0	0	0	0	0	0

Disposition of Closed (Ce) Cases

	<u>07/01/2007 - 06/30/2008</u>		<u>07/01/2008 - 06/30/2009</u>	
	<u>Cases</u>	<u>Employees</u>	<u>Cases</u>	<u>Employees</u>
Decision Issued:	0	0	0	0
Settled or Withdrawn	0	0	0	0
Totals	0	0	0	0

	<u>Private Employment Union Respondent Complaint (Cw) Cases Processed</u>							
	<u>Cases Pending 07/01/2007</u>	<u>Cases Received 2007-2008</u>	<u>Cases Closed 2007-2008</u>	<u>Employees</u>	<u>Cases Pending 07/01/2008</u>	<u>Cases Received 2008-2009</u>	<u>Cases Closed 2008-2009</u>	<u>Cases Pending 06/30/2009</u>
Employer	0	0	0		0	0	0	0
Individual	2	6	2	2	6	0	4	2
Union	0	0	0		0	0	0	0
Totals	2	6	2	2	6	0	4	2

Disposition of Closed (Cw) Cases

	<u>07/01/2007 - 06/30/2008</u>		<u>07/01/2008 - 06/30/2009</u>	
	Cases	Employees	Cases	Employees
Decision Issued:	0	0	0	0
Settled or Withdrawn	1	1	3	2
Totals	1	1	3	2

Decision Issued:
Settled or Withdrawn
Totals

Private Employment Election (E) and Unit Clarification E(u/c) Cases Processed

	Cases Pending 07/01/2007	Cases Received 2007-2008	Cases Received 2008-2009	Cases Pending 07/01/2008	Cases Received 2008-2009	Cases Pending 06/30/2009
Employer	0	0	0	0	0	0
Individual	1	1	1	0	0	0
Jointly	0	0	0	0	0	0
Union	0	0	0	0	0	0
Totals	1	1	1	0	0	0

Cases Pending 07/01/2007
Cases Received 2007-2008
Cases Received 2008-2009
Cases Pending 07/01/2008
Cases Received 2008-2009
Cases Pending 06/30/2009

Disposition of Closed Election (E) and Unit Clarification E (u/c) Cases

	<u>07/01/2007 - 06/30/2008</u>		<u>07/01/2008 - 06/30/2009</u>	
	Cases	Employees	Cases	Employees
Petition for Election	0	0	0	0
Vote Conducted:	0	0	0	0
Bargaining Representative Selected:	0	0	0	0
Bargaining Representative Rejected:	0	0	0	0
Petition Dismissed:	0	0	0	0
Petition for Unit Clarification	0	0	0	0
Unit Clarified:	0	0	0	0
Petition Withdrawn / Dismissed:	0	0	0	0
Totals	0	0	0	0

Petition for Election
Vote Conducted:
 Bargaining Representative Selected:
 Bargaining Representative Rejected:
Petition Dismissed:
Petition for Unit Clarification
Unit Clarified:
Petition Withdrawn / Dismissed:
Totals

Private Employment Referendum (R) Cases Processed

	Cases Pending	Cases Closed	Cases Pending	Cases Closed	Cases Pending	Cases Closed
	07/01/2007	2007-2008	07/01/2008	2008-2009	06/30/2009	2008-2009
		Cases	Employees	Cases	Employees	Cases
Employer	0	0	0	0	0	0
Individual	0	0	0	0	0	0
Jointly	1	0	0	0	0	0
Union	0	0	0	0	0	0
Totals	1	0	0	0	0	0

Disposition of Closed "R" Cases

07/01/2007 - 06/30/2008 07/01/2008 - 06/30/2009

	Cases	Employees	Cases	Employees
Referendum Conducted:	0	0	0	0
All Union Agreements Authorized:	0	0	0	0
All Union Agreements Rejected:	0	0	0	0
Totals	0	0	0	0

Private Employment Grievance Arbitration (A) Cases Processed

	Cases Pending	Cases Closed	Cases Pending	Cases Closed	Cases Pending	Cases Closed
	07/01/2007	2007-2008	07/01/2008	2008-2009	06/30/2009	2008-2009
		Cases	Employees	Cases	Employees	Cases
Employer	1	0	0	0	0	0
Individual	0	0	0	0	0	0
Jointly	7	3	9	1	9	2
Union	35	31	45	21	31	30
Totals	43	34	612	23	40	32

Disposition of Closed (A) Cases

07/01/2007 - 06/30/2008 07/01/2008 - 06/30/2009

	Cases	Employees	Cases	Employees
Award Issued	22	266	11	53
Settled or Withdrawn	24	265	15	77
Totals	46	531	26	130

Private Employment Mediation (M) Cases Processed

	<u>Cases Pending 07/01/2007</u>		<u>Cases Received 2007-2008</u>		<u>Cases Pending 07/01/2008</u>		<u>Cases Received 2008-2009</u>		<u>Closed 2008-2009</u>		<u>Cases Pending 06/30/2009</u>	
	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees
Employer	0	0	0	0	0	0	0	0	0	0	0	0
Individual	0	0	0	0	0	0	0	0	0	0	0	0
Jointly	0	1	1	1	0	1	2	1	1	1	1	1
Union	0	0	1	1	0	0	0	0	0	0	0	0
Totals	0	1	2	2	0	2	2	1	1	1	1	1

Disposition of Closed (M) Cases

07/01/2007 - 06/30/2008 07/01/2008 - 06/30/2009

	<u>Cases</u>	<u>Employees</u>	<u>Cases</u>	<u>Employees</u>
Interest	0	0	0	0
Grievance	2	2	1	1
Totals	2	2	1	1

Private Declaratory Ruling (DR) Cases Processed 07/01/2007 - 06/30/2009

	<u>Cases Pending 07/01/2007</u>		<u>Cases Received 2007-2008</u>		<u>Cases Pending 07/01/2008</u>		<u>Cases Received 2008-2009</u>		<u>Closed 2008-2009</u>		<u>Cases Pending 06/30/2009</u>	
	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees
Employer	0	0	0	0	0	0	0	0	0	0	0	0
Individual	0	0	0	0	0	0	0	0	0	0	0	0
Union	0	0	0	0	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0	0	0	0	0

Disposition of Closed "DR" Cases

07/01/2007 - 06/30/2008 07/01/2008 - 06/30/2009

	<u>Cases</u>	<u>Employees</u>	<u>Cases</u>	<u>Employees</u>
Dismissed - Settled/ Withdrawn	0	0	0	0
Declaratory Rulings Issued	0	0	0	0
Totals	0	0	0	0

Private Labor Management Cooperation (LMC) Cases Processed 07/01/2007 - 06/30/2009

	Cases Pending 07/01/2007	Cases Received 2007-2008	Closed 2007-2008 Cases	Employees	Cases Pending 07/01/2008	Cases Received 2008-2009	Closed 2008-2009 Cases	Employees	Cases Pending 06/30/2009
Employer	0	0	0	0	0	0	0	0	0
Individual	0	0	0	0	0	0	0	0	0
Union	0	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0	0

MUNICIPAL EMPLOYMENT RELATIONS ACT

<u>Municipal Employment Election (ME) and Unit Clarification ME(u/c) Cases Processed 07/01/2007 - 6/30/2009</u>									
	<u>Cases Pending 07/01/2007</u>	<u>Cases Received 2007-2008</u>	<u>Closed 2007-2008 Cases</u>	<u>Employees</u>	<u>Cases Pending 07/01/2008</u>	<u>Cases Received 2008-2009</u>	<u>Closed 2008-2009 Cases</u>	<u>Employees</u>	<u>Cases Pending 06/30/2009</u>
City	18	14	22	200	10	15	15	777	10
Employer	3	0	1	1	2	1	1	519	2
Individual	2	2	4	22	0	1	0		1
Jointly	0	0	0		0	0	0		0
Union	13	12	17	177	8	13	14	258	7
School	11	18	17	204	12	16	17	444	11
Employer	1	1	2	2	0	1	1	2	0
Individual	0	2	1	4	1	0	1	120	0
Jointly	0	0	0		0	0	0		0
Union	10	15	14	198	11	15	15	322	11
County	20	24	24	530	20	24	30	442	14
Employer	4	4	5	8	3	2	3	9	2
Individual	1	0	1	7	0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	15	20	18	515	17	22	27	433	12
Village	3	7	4	29	6	5	9	58	2
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	1	1	7	0
Jointly	0	0	0		0	0	0		0
Union	3	7	4	29	6	4	8	51	2
Town	1	2	2	9	1	5	3	12	3
Employer	0	0	0		0	2	1	7	1
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	1	2	2	9	1	3	2	5	2

Municipal Employment Election (ME) and Unit Clarification ME(u/c) Cases Processed 07/01/2007 - 6/30/2009 (CONTINUED)

	Cases Pending 07/01/2007	Cases Received 2007-2008	Cases Closed 2007-2008	Employees	Cases Pending 07/01/2008	Cases Received 2008-2009	Cases Closed 2008-2009	Employees	Cases Pending 06/30/2009
VTAE Districts	8	0	6	103	2	0	2	5	0
Employer	1	0	1	8	0	0	0	0	0
Individual	0	0	0		0	0	0	0	0
Jointly	0	0	0		0	0	0	0	0
Union	7	0	5	95	2	0	2	5	0
Misc. Municipal	3	2	2	590	3	8	5	42	6
Employer	0	0	0		0	1	1	1	0
Individual	1	1	1	240	1	0	1	4	0
Jointly	0	0	0		0	0	0	0	0
Union	2	1	1	350	2	7	3	37	6
Totals	64	67	77	1665	54	73	81	1780	46

Disposition of Closed Election (ME) and Unit Clarification ME(u/c) Cases

	07/01/2007 - 06/30/2008		07/01/2008 - 06/30/2009	
	Cases	Employees	Cases	Employees
Petition for Election	33	1231	39	1082
Vote Conducted	31	1190	38	1078
Bargaining Representative Selected:	26	902	35	1047
Bargaining Representative Rejected:	5	288	3	31
Petition Dismissed	2	41	1	4
Petition for Unit Clarification	6	6	10	546
Unit Clarified	6	6	6	529
Petition Withdrawn / Dismissed	0	0	4	17
Totals	39	1237	49	1628

Municipal Employment Referendum (MR) Cases Processed

	Cases Pending 07/01/2007	Cases Received 2007-2008	Closed 2007-2008 Cases	Employees	Cases Pending 07/01/2008	Cases Received 2008-2009	Closed 2008-2009 Cases	Employees	Cases Pending 06/30/2009
City	0	0	0	0	0	0	0	0	0
Employer Individual	0	0	0	0	0	0	0	0	0
Jointly	0	0	0	0	0	0	0	0	0
Union	0	0	0	0	0	0	0	0	0
School	0	0	0	0	0	0	0	0	0
Employer Individual	0	0	0	0	0	0	0	0	0
Jointly	0	0	0	0	0	0	0	0	0
Union	0	0	0	0	0	0	0	0	0
County	0	0	0	0	0	0	0	0	0
Employer Individual	0	0	0	0	0	0	0	0	0
Jointly	0	0	0	0	0	0	0	0	0
Union	0	0	0	0	0	0	0	0	0
Village	0	0	0	0	0	0	0	0	0
Employer Individual	0	0	0	0	0	0	0	0	0
Jointly	0	0	0	0	0	0	0	0	0
Union	0	0	0	0	0	0	0	0	0
Town	0	0	0	0	0	0	0	0	0
Employer Individual	0	0	0	0	0	0	0	0	0
Jointly	0	0	0	0	0	0	0	0	0
Union	0	0	0	0	0	0	0	0	0
VTAE Districts	0	0	0	0	0	0	0	0	0
Employer Individual	0	0	0	0	0	0	0	0	0
Jointly	0	0	0	0	0	0	0	0	0
Union	0	0	0	0	0	0	0	0	0
Misc. Municipal	0	0	0	0	0	0	0	0	0
Employer Individual	0	0	0	0	0	0	0	0	0
Jointly	0	0	0	0	0	0	0	0	0
Union	0	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0	0

Disposition of Closed (MIR) Cases

	<u>07/01/2007 - 06/30/2008</u>		<u>07/01/2008 - 06/30/2009</u>	
	Cases	Employees	Cases	Employees
Referendum Conducted	0	0	0	0
Fair-Share Agreement Approved:	0	0	0	0
Fair-Share Agreement Not Approved:	0	0	0	0
Totals	0	0	0	0

Municipal Employment Declaratory Ruling DR(M) Cases Processed

	<u>Cases Pending 07/01/2007</u>	<u>Cases Received 2007-2008</u>	<u>Cases Closed 2007-2008</u>	<u>Employees</u>	<u>Cases Pending 07/01/2008</u>	<u>Cases Received 2008-2009</u>	<u>Cases Closed 2008-2009</u>	<u>Employees</u>	<u>Cases Pending 06/30/2009</u>
City	7	2	4	0	5	6	5	0	6
Employer	6	1	4	0	3	3	3	0	3
Individual	0	0	0	0	0	0	0	0	0
Jointly	0	0	0	0	0	0	0	0	0
Union	1	1	0	0	2	3	2	0	3
School	12	2	14	325	0	1	1	0	0
Employer	12	1	13	325	0	0	0	0	0
Individual	0	0	0	0	0	0	0	0	0
Jointly	0	0	0	0	0	0	0	0	0
Union	0	1	1	0	0	1	1	0	0
County	1	3	2	0	2	3	5	1	0
Employer	0	1	0	0	1	3	4	0	0
Individual	0	1	0	0	1	0	1	1	0
Jointly	0	0	0	0	0	0	0	0	0
Union	1	1	2	0	0	0	0	0	0
Village	1	0	1	0	0	0	0	0	0
Employer	1	0	1	0	0	0	0	0	0
Individual	0	0	0	0	0	0	0	0	0
Jointly	0	0	0	0	0	0	0	0	0
Union	0	0	0	0	0	0	0	0	0
Town	0	0	0	0	0	1	1	0	0
Employer	0	0	0	0	0	1	1	0	0
Individual	0	0	0	0	0	0	0	0	0
Jointly	0	0	0	0	0	0	0	0	0
Union	0	0	0	0	0	0	0	0	0

Municipal Employment Declaratory Ruling DR(M) Cases Processed (CONTINUED)

	Cases Pending 07/01/2007	Cases Received 2007-2008	Cases Received 2007-2008	Cases Pending 07/01/2008	Cases Received 2008-2009	Cases Closed 2008-2009	Cases Pending 06/30/2009
		Employees	Cases	Employees	Cases	Employees	
VTAE Districts	0	0	0	0	0	0	0
Employer	0	0	0	0	0	0	0
Individual	0	0	0	0	0	0	0
Jointly	0	0	0	0	0	0	0
Union	0	0	0	0	0	0	0
Misc. Municipal	0	1	0	1	0	1	0
Employer	0	1	0	1	0	1	0
Individual	0	0	0	0	0	0	0
Jointly	0	0	0	0	0	0	0
Union	0	0	0	0	0	0	0
Totals	21	8	21	8	11	13	6

Disposition of Closed DR(M) Cases

	07/01/2007 - 06/30/2008		07/01/2008 - 06/30/2009	
	Cases	Employees	Cases	Employees
City	1	0	1	0
Dismissed - Settled/Withdrawn Declaratory Rulings Issued	0	0	0	0
	1	0	1	0
School	12	80	0	0
Dismissed - Settled/Withdrawn Declaratory Rulings Issued	2	0	0	0
	10	80	0	0
County	2	0	3	1
Dismissed - Settled/Withdrawn Declaratory Rulings Issued	2	0	1	0
	0	0	2	1
Village	0	0	0	0
Dismissed - Settled/Withdrawn Declaratory Rulings Issued	0	0	0	0
	0	0	0	0

Disposition of Closed DR(M) Cases (CONTINUED)

	<u>07/01/2007 - 06/30/2008</u>		<u>07/01/2008 - 06/30/2009</u>	
	Cases	Employees	Cases	Employees
Town	0	0	0	0
Dismissed - Settled/Withdrawn	0	0	0	0
Declaratory Rulings Issued	0	0	0	0
VTAE Districts	0	0	0	0
Dismissed - Settled/Withdrawn	0	0	0	0
Declaratory Rulings Issued	0	0	0	0
Misc. Municipal	0	0	0	0
Dismissed - Settled/Withdrawn	0	0	0	0
Declaratory Rulings Issued	0	0	0	0
Totals	15	80	4	1
Dismissed - Settled/Withdrawn	4	0	1	0
Declaratory Rulings Issued	11	80	3	1

Municipal Prohibited Practice (MP) Cases Processed

	<u>07/01/2007</u>		<u>07/01/2008</u>		<u>2008-2009</u>		<u>Cases Pending 06/30/2009</u>
	Cases Pending	Cases Received	Cases Pending	Cases Received	Cases Closed 2008-2009	Employees	
City	32	19	31	24	17	6	38
Employer	1	0	1	0	0	0	1
Individual	5	4	5	1	0	0	6
Union	26	15	25	23	17	6	31
School	57	27	53	24	37	5	40
Employer	0	1	1	1	1	0	1
Individual	9	0	7	2	4	4	5
Union	48	26	45	21	32	1	34
County	60	27	47	27	37	7	37
Employer	3	2	2	1	3	1	0
Individual	6	3	6	3	5	6	4
Union	51	22	39	23	29	0	33

Municipal Prohibited Practice (MP) Cases Processed (CONTINUED)

	Cases Pending 07/01/2007	Cases Received 2007-2008	Closed 2007-2008 Cases	Employees	Cases Pending 07/01/2008	Cases Received 2008-2009	Closed 2008-2009 Cases	Employees	Cases Pending 06/30/2009
Village									
Employer	3	0	1	1	2	3	3	0	2
Individual	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
	3	0	1	1	2	3	3	0	2
Town									
Employer	5	1	3	0	3	1	2	0	2
Individual	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
	5	1	3	0	3	1	2	0	2
VTAE Districts									
Employer	3	5	1	0	7	2	3	2	6
Individual	0	0	0		0	0	0		0
Union	0	5	0		5	2	3	2	4
	3	0	1	0	2	0	0		2
Misc. Municipal									
Employer	4	1	4	1	1	1	1	0	1
Individual	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
	4	1	4	1	1	1	1	0	1
Totals	164	80	100	549	144	82	100	20	126

Disposition of Closed (MP) Cases

	<u>07/01/2007 - 06/30/2008</u>		<u>07/01/2008 - 06/30/2009</u>	
	Cases	Employees	Cases	Employees
City	14	3	17	6
Decision Issued	1	0	1	5
Settled or Withdrawn	13	3	16	1
School	24	304	26	3
Decision Issued	7	3	5	1
Settled or Withdrawn	17	301	21	2
County	32	150	33	8
Decision Issued	8	4	13	4
Settled or Withdrawn	24	146	20	4
Village	1	1	2	0
Decision Issued	0	0	1	0
Settled or Withdrawn	1	1	1	0
Town	1	0	2	0
Decision Issued	1	0	1	0
Settled or Withdrawn	0	0	1	0
VTAE Districts	0	0	3	2
Decision Issued	0	0	0	0
Settled or Withdrawn	0	0	3	2
Misc. Municipal	4	1	1	0
Decision Issued	1	0	1	0
Settled or Withdrawn	3	1	0	0
Totals	76	459	84	19
Decision Issued	18	7	22	10
Settled or Withdrawn	58	452	62	9

Municipal Employment Grievance Arbitration (MA) Cases Processed

	Cases Pending 07/01/2007	Cases Received 2007-2008		Closed 2007-2008		Cases Pending 07/01/2008		Cases Received 2008-2009		Closed 2008-2009		Cases Pending 06/30/2009
		Cases Received 2007-2008	Cases Received 2007-2008	Cases	Employees	Cases Pending 07/01/2008	Cases Pending 07/01/2008	Cases Received 2008-2009	Cases Received 2008-2009	Cases	Employees	
City												
Employer	0	2	1	112	1	1	1	1	1	0	1	2
Individual	0	0	0		0	0	1	1	1	1	1	0
Jointly	5	1	5	145	1	2	2	2	0	0	3	3
Union	82	111	92	1427	101	78	1187	87	87	1187	92	92
	87	114	98	1684	103	82	1188	88	88	1188	97	97
School												
Employer	0	0	0		0	0	0	0	0	0	0	0
Individual	1	0	1	1	0	0		0	0	0		0
Jointly	6	9	10	766	5	9	155	8	8	155	6	6
Union	70	65	79	1148	56	66	658	60	60	658	62	62
	77	74	90	1915	61	75	813	68	68	813	68	68
County												
Employer	1	0	1	1	0	1		1	1	1		0
Individual	0	0	0		0	0		0	0	0		0
Jointly	7	5	7	15	5	2	4	4	4	4	3	3
Union	111	156	158	2454	109	133	809	126	126	809	116	116
	119	161	166	2470	114	136	835	131	131	835	119	119
Village												
Employer	0	0	0		0	0		0	0	0		0
Individual	0	0	0		0	0		0	0	0		0
Jointly	0	1	0		1	0	3	1	1	3	0	0
Union	13	12	15	57	10	9	32	13	13	32	6	6
	13	13	15	57	11	9	35	14	14	35	6	6
Town												
Employer	0	0	0		0	0		0	0	0		0
Individual	0	0	0		0	0		0	0	0		0
Jointly	0	0	0		0	2	1	1	1	1	1	1
Union	5	3	7	25	1	2	12	2	2	12	1	1
	5	3	7	25	1	4	13	3	3	13	2	2

Municipal Employment Grievance Arbitration (MA) Cases Processed (CONTINUED)

	Cases Pending 07/01/2007	Cases Received 2007-2008	Closed 2007-2008 Cases	Employees	Cases Pending 07/01/2008	Cases Received 2008-2009	Closed 2008-2009 Cases	Employees	Cases Pending 06/30/2009
VTAE Districts									
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	1	1	65	0	0	0		0
Union	3	4	4	13	3	3	4	4	2
	3	5	5	78	3	3	4	4	2
Misc. Municipal									
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	1	0	1	1	0	0	0		0
Union	11	9	7	63	13	4	13	212	4
	12	9	8	64	13	4	13	212	4
Totals	316	379	389	6293	306	313	321	3100	298

Disposition of Closed (MA) Cases

	07/01/2007 - 06/30/2008		07/01/2008 - 06/30/2009	
	Cases	Employees	Cases	Employees
City	88	1546	76	1067
Award Issued	26	176	32	602
Settled or Withdrawn	62	1370	44	465
School	79	1141	59	778
Award Issued	27	218	20	173
Settled or Withdrawn	52	923	39	605
County	145	2407	111	633
Award Issued	52	572	64	493
Settled or Withdrawn	93	1835	47	140

Disposition of Closed (MA) Cases (CONTINUED)

07/01/2008 - 06/30/2009

07/01/2007 - 06/30/2008

	Cases	Employees	Cases	Employees
Village				
Award Issued	14	42	8	27
Settled or Withdrawn	9	36	3	2
	5	6	5	25
Town				
Award Issued	6	24	1	11
Settled or Withdrawn	0	0	0	0
	6	24	1	11
VTAE Districts				
Award Issued	5	78	4	4
Settled or Withdrawn	1	1	2	2
	4	77	2	2
Misc. Municipal				
Award Issued	6	63	8	7
Settled or Withdrawn	3	2	5	4
	3	61	3	3
Totals	343	5301	267	2527
Award Issued	118	1005	126	1276
Settled or Withdrawn	225	4296	141	1251

Municipal Police and Fire Interest Arbitration (MIA) Cases Processed

	Cases Pending 07/01/2007	Cases Received 2007-2008	Cases Closed 2007-2008	Employees	Cases Pending 07/01/2008	Cases Received 2008-2009	Cases Closed 2008-2009	Employees	Cases Pending 06/30/2009
City	30	13	26	3153	17	30	24	1186	23
Law Enforcement	19	8	18	1945	9	23	15	607	17
Fire Fighters	11	5	8	1208	8	7	9	579	6
County	17	17	22	1057	12	14	17	708	9
Law Enforcement	16	16	21	1037	11	14	16	690	9
Fire Fighters	1	1	1	20	1	0	1	18	0
Village	7	7	10	119	4	8	7	78	5
Law Enforcement	5	6	8	103	3	7	7	78	3
Fire Fighters	2	1	2	16	1	1	0		2

Municipal Police and Fire Interest Arbitration (MIA) Cases Processed (CONTINUED)

	Cases Pending 07/01/2007		Cases Received 2007-2008		Cases Closed 2007-2008		Cases Pending 07/01/2008		Cases Received 2008-2009		Cases Closed 2008-2009		Employees		Cases Pending 06/30/2009	
	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees
Town	2	35	1	35	2	35	1	40	1	40	1	40	1	40	1	39
Law Enforcement	2	0	0	35	2	35	0	0	1	0	0	0	1	0	1	0
Fire Fighters	0	1	1	0	0	0	1	40	0	0	1	40	0	0	0	0
Misc. Municipal	0	0	2	0	0	0	2	100	0	0	1	100	1	100	1	0
Law Enforcement	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fire Fighters	0	2	2	0	0	0	2	100	0	0	1	100	1	100	1	0
Totals	56	40	40	4364	60	4364	36	2112	53	50	50	2112	39	2112	39	39

Disposition of Closed (MIA) Cases 07/01/2007 - 06/30/2008

	Closed		Initiated By			Resolved In Investigation	Settled By Arbitrator	Awards Issued 2008-2009	Employer Offer Selected	Union Offer Selected	Consent Award
	Cases	Employees	Union	Employer	Jointly						
City	26	3153	16	10	0	16	3	10	3	6	1
Firefighter	8	1208	4	4	0	4	1	4	2	2	0
Law Enforcement	18	1945	12	6	0	12	2	6	1	4	1
County	22	1057	19	3	0	18	0	4	2	1	0
Firefighter	1	20	0	1	0	0	0	1	0	1	0
Law Enforcement	21	1037	19	2	0	18	0	3	2	0	0
Village	10	119	8	2	0	9	0	1	1	0	0
Firefighter	2	16	1	1	0	2	0	0	0	0	0
Law Enforcement	8	103	7	1	0	7	0	1	1	0	0
Town	2	35	1	0	1	2	0	0	0	0	0
Firefighter	0	0	0	0	0	0	0	0	0	0	0
Law Enforcement	2	35	1	0	1	2	0	0	0	0	0
Misc. Municipal	0	0	0	0	0	0	0	0	0	0	0
Firefighter	0	0	0	0	0	0	0	0	0	0	0
Law Enforcement	0	0	0	0	0	0	0	0	0	0	0
Totals	60	4364	44	15	1	45	3	15	6	7	1

Disposition of Closed (MIA) Cases 07/01/2008 - 06/30/2009

	<u>Closed</u>		<u>Initiated By</u>				Resolved In Investigation	Settled By Arbitrator	Awards Issued	Employer Offer Selected	Union Offer Selected	Consent Award
	Cases	Employees	Union	Employer	Jointly							
City	24	1186	23	1	0	21	0	3	2	1	0	
Firefighter	9	579	9	0	0	9	0	0	0	0	0	
Law Enforcement	15	607	14	1	0	12	0	3	2	1	0	
County	17	708	13	4	0	13	1	4	3	1	0	
Firefighter	1	18	1	0	0	0	0	1	1	0	0	
Law Enforcement	16	690	12	4	0	13	1	3	2	1	0	
Village	7	78	7	0	0	6	0	1	1	0	0	
Firefighter	0	0	0	0	0	0	0	0	0	0	0	
Law Enforcement	7	78	7	0	0	6	0	1	1	0	0	
Town	1	40	1	0	0	1	0	0	0	0	0	
Firefighter	1	40	1	0	0	1	0	0	0	0	0	
Law Enforcement	0	0	0	0	0	0	0	0	0	0	0	
Misc. Municipal	1	100	0	1	0	1	0	0	0	0	0	
Firefighter	1	100	0	1	0	1	0	0	0	0	0	
Law Enforcement	0	0	0	0	0	0	0	0	0	0	0	
Totals	50	2112	44	6	0	42	1	8	6	2	0	

Municipal Employment Interest-Arbitration (INT/ARB) Cases Processed

	<u>Cases Pending 07/01/2007</u>		<u>Cases Received 2007-2008</u>		<u>Cases Pending 07/01/2008</u>		<u>Cases Received 2008-2009</u>		<u>Cases Closed 2008-2009</u>		<u>Cases Pending 06/30/2009</u>	
	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees
City	37	1203	29	36	30	34	30	1025	34	34	17	0
Employer	15	710	10	16	9	15	7	340	17	340	0	0
Jointly	0	0	0	0	0	0	0	0	0	0	0	0
Union	22	493	19	20	21	19	23	685	17	685	17	0
School	45	8665	107	94	58	55	83	7914	30	7914	11	0
Employer	18	4598	56	37	37	19	45	5294	11	5294	0	0
Jointly	1	0	0	0	1	0	1	220	0	220	0	0
Union	26	4067	51	57	20	36	37	2400	19	2400	19	0

Municipal Employment Interest-Arbitration (INTIARB) Cases Processed (CONTINUED)

	Cases Pending 07/01/2007		Cases Received 2007-2008		Cases Closed 2007-2008		Employees		Cases Pending 07/01/2008		Cases Received 2008-2009		Cases Closed 2008-2009		Employees		Cases Pending 06/30/2009		
County	79	79	94	10493	64	62	84	6046	42	42	42	42	42	42	42	42	42	42	42
Employer	24	18	23	1761	19	12	17	889	14	14	14	14	14	14	14	14	14	14	14
Jointly	0	0	0		0	0	0		0	0	0	0	0	0	0	0	0	0	0
Union	55	61	71	8732	45	50	67	5157	28	28	28	28	28	28	28	28	28	28	28
Village	3	12	8	101	7	10	11	87	6	6	6	6	6	6	6	6	6	6	6
Employer	0	6	2	25	4	4	5	33	3	3	3	3	3	3	3	3	3	3	3
Jointly	1	0	1	5	0	0	0		0	0	0	0	0	0	0	0	0	0	0
Union	2	6	5	71	3	6	6	54	3	3	3	3	3	3	3	3	3	3	3
Town	2	1	2	11	1	5	4	26	2	2	2	2	2	2	2	2	2	2	2
Employer	0	0	0		0	4	3	19	1	1	1	1	1	1	1	1	1	1	1
Jointly	1	0	1	10	0	0	0		0	0	0	0	0	0	0	0	0	0	0
Union	1	1	1	1	1	1	1	7	1	1	1	1	1	1	1	1	1	1	1
VTAE Districts	5	7	6	2237	6	1	5	903	2	2	2	2	2	2	2	2	2	2	2
Employer	2	1	2	965	1	1	2	383	0	0	0	0	0	0	0	0	0	0	0
Jointly	0	0	0		0	0	0		0	0	0	0	0	0	0	0	0	0	0
Union	3	6	4	1272	5	0	3	520	2	2	2	2	2	2	2	2	2	2	2
Misc. Municipal	4	5	3	132	6	3	6	205	3	3	3	3	3	3	3	3	3	3	3
Employer	2	1	2	130	1	2	2	122	1	1	1	1	1	1	1	1	1	1	1
Jointly	0	0	0		0	0	0		0	0	0	0	0	0	0	0	0	0	0
Union	2	4	1	2	5	1	4	83	2	2	2	2	2	2	2	2	2	2	2
Totals	175	240	243	22842	172	170	223	16206	119	119	119	119	119	119	119	119	119	119	119

Disposition of Closed (INT/ARB) Cases 07/01/2007 - 06/30/2008

Cases	Employees	Initiated By					Resolved In Investigation	Settled By Arbitrator	Awards Issued	Employer Offer Selected	Union Offer Selected	Consent Award
		Union	Employer	Jointly	Employer	Union						
City	1203	20	16	0	0	28	4	6	0	6	0	
School	8665	57	37	0	0	85	4	7	4	1	2	
County	10493	71	23	0	0	77	8	15	8	6	1	
Village	101	5	2	1	1	7	0	1	0	1	0	
Town	11	1	0	1	1	1	1	1	0	1	0	
VTAE Districts	2237	4	2	0	0	5	1	1	1	0	0	
Misc. Municipal	132	1	2	0	0	2	1	0	0	0	0	
Totals	243	159	82	2	205	19	31	13	15	3	3	

Disposition of Closed (INT/ARB) Cases 07/01/2008 - 06/30/2009

Cases	Employees	Initiated By					Resolved In Investigation	Settled By Arbitrator	Awards Issued	Employer Offer Selected	Union Offer Selected	Consent Award
		Union	Employer	Jointly	Employer	Union						
City	1025	23	7	0	0	28	0	2	0	2	0	
School	7914	37	45	1	1	80	1	2	2	0	0	
County	6046	67	17	0	0	65	3	16	5	6	4	
Village	87	6	5	0	0	11	0	0	0	0	0	
Town	26	1	3	0	0	4	0	0	0	0	0	
VTAE Districts	903	3	2	0	0	3	0	2	1	1	0	
Misc. Municipal	205	4	2	0	0	6	0	0	0	0	0	
Totals	223	141	81	1	197	4	22	8	9	4	4	

Municipal Employment Mediation (MM) Cases Processed

	Cases Pending 07/01/2007		Cases Received 2007-2008		Closed 2007-2008		Cases Pending 07/01/2008		Cases Received 2008-2009		Closed 2008-2009		Employees		Cases Pending 06/30/2009	
	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees
City	11		23	778	24	778	10		17	455	12	455	15		15	
Employer	1		4	166	3	166	2		3	26	1	26	4		4	
Individual	0		0		0		0		0		0		0		0	
Jointly	2		9	108	8	108	3		9	258	6	258	6		6	
Union	8		10	504	13	504	5		5	171	5	171	5		5	
School	9		41	10763	27	10763	23		16	2450	27	2450	12		12	
Employer	2		7	6980	7	6980	2		5	271	6	271	1		1	
Individual	0		0		0		0		0		0		0		0	
Jointly	4		23	2989	15	2989	12		6	821	8	821	10		10	
Union	3		11	794	5	794	9		5	1358	13	1358	1		1	
County	6		15	759	10	759	11		11	1392	14	1392	8		8	
Employer	0		5	74	2	74	3		0	527	2	527	1		1	
Individual	0		0		0		0		0		0		0		0	
Jointly	1		6	79	2	79	5		4	567	9	567	0		0	
Union	5		4	606	6	606	3		7	298	3	298	7		7	
Village	2		3	28	5	28	0		8	67	5	67	3		3	
Employer	0		0		0		0		2	2	1	2	1		1	
Individual	0		0		0		0		0		0		0		0	
Jointly	1		0	8	1	8	0		1	42	1	42	0		0	
Union	1		3	20	4	20	0		5	23	3	23	2		2	
Town	0		5	20	4	20	1		2	14	3	14	0		0	
Employer	0		0		0		0		0		0		0		0	
Individual	0		0		0		0		0		0		0		0	
Jointly	0		1	11	1	11	0		1	6	1	6	0		0	
Union	0		4	9	3	9	1		1	8	2	8	0		0	
VTAE Districts	2		4	2096	5	2096	1		0	245	1	245	0		0	
Employer	0		0		0		0		0		0		0		0	
Individual	0		0		0		0		0		0		0		0	
Jointly	1		3	1346	3	1346	1		0	245	1	245	0		0	
Union	1		1	750	2	750	0		0		0		0		0	
Misc. Municipal	1		4	5	2	5	3		4	27	5	27	2		2	
Employer	0		0		0		0		1		0		1		1	
Individual	0		0		0		0		0		0		0		0	
Jointly	0		1	3	1	3	0		3	9	2	9	1		1	
Union	1		3	2	1	2	3		0	18	3	18	0		0	
Totals	31		95	14449	77	14449	49		58	4650	67	4650	40		40	

Disposition of Closed (MM) Cases

	<u>07/01/2007 - 06/30/2008</u>				<u>07/01/2008 - 06/30/2009</u>			
	Settled by Mediation	To Final and Binding Arbitration	Neither	Settled by Mediation	To Final and Binding Arbitration	Neither	Employees	Employees
	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees
City	9	594	1	12	0	0	6	107
School	10	2156	1	98	1	15	13	1105
County	4	232	4	287	0	0	3	95
Village	2	15	0	0	0	0	4	65
Town	2	4	0	0	0	0	2	9
VTAE Districts	3	1146	1	850	0	0	1	245
Misc. Municipal	0	0	1	3	0	0	1	4
Totals	30	4147	8	1250	1	15	30	1630
							6	552
								1
								90

Municipal Fact Finding (FF) Cases Processed

	<u>07/01/2007</u>			<u>07/01/2008</u>			<u>2008-2009</u>			<u>06/30/2009</u>
	Cases Pending	Cases Received	Cases Closed	Cases Pending	Cases Received	Cases Closed	Employees	Cases Pending		
City	0	0	0	0	0	0	0	0	0	
Employer Individual	0	0	0	0	0	0	0	0	0	
Jointly	0	0	0	0	0	0	0	0	0	
Union	0	0	0	0	0	0	0	0	0	
School	0	0	0	0	0	0	0	0	0	
Employer Individual	0	0	0	0	0	0	0	0	0	
Jointly	0	0	0	0	0	0	0	0	0	
Union	0	0	0	0	0	0	0	0	0	
County	0	0	0	0	0	0	0	0	0	
Employer Individual	0	0	0	0	0	0	0	0	0	
Jointly	0	0	0	0	0	0	0	0	0	
Union	0	0	0	0	0	0	0	0	0	

Municipal Fact Finding (FF) Cases Processed (CONTINUED)

	<u>Cases Pending 07/01/2007</u>	<u>Cases Received 2007-2008</u>	<u>Closed 2007-2008</u>	<u>Employees</u>	<u>Cases Pending 07/01/2008</u>	<u>Cases Received 2008-2009</u>	<u>Closed 2008-2009</u>	<u>Employees</u>	<u>Cases Pending 06/30/2009</u>
Village	0	0	0	0	0	1	1	4	0
Employer Individual	0	0	0	0	0	0	0	0	0
Jointly	0	0	0	0	0	0	0	0	0
Union	0	0	0	0	1	1	1	4	0
Town	0	0	0	0	0	0	0	0	0
Employer Individual	0	0	0	0	0	0	0	0	0
Jointly	0	0	0	0	0	0	0	0	0
Union	0	0	0	0	0	0	0	0	0
VTAE Districts	0	0	0	0	0	0	0	0	0
Employer Individual	0	0	0	0	0	0	0	0	0
Jointly	0	0	0	0	0	0	0	0	0
Union	0	0	0	0	0	0	0	0	0
Misc. Municipal	0	0	0	0	0	0	0	0	0
Employer Individual	0	0	0	0	0	0	0	0	0
Jointly	0	0	0	0	0	0	0	0	0
Union	0	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	1	1	4	0

Disposition of Closed (FF) Cases 07/01/2007 - 06/30/2008

	<u>Cases Pending 07/01/2007</u>	<u>Cases Received 2007-2008</u>	<u>Closed 2007-2008</u>	<u>Employees</u>	<u>Cases Pending 07/01/2008</u>	<u>Cases Received 2008-2009</u>	<u>Closed 2008-2009</u>	<u>Employees</u>	<u>Cases Pending 06/30/2009</u>
City	0	0	0	0	0	0	0	0	0
School	0	0	0	0	0	0	0	0	0
County	0	0	0	0	0	0	0	0	0
Village	0	0	0	0	0	0	0	0	0
Town	0	0	0	0	0	0	0	0	0
VTAE Districts	0	0	0	0	0	0	0	0	0
Misc. Municipal	0	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0	0

Disposition of Closed (FF) Cases 07/01/2008 - 06/30/2009

	Closed		Initiated By		Resolved Prior to Fact Finding Order	Resolved Prior to Issuance of Fact Finding Recommendations	Fact Finding Recommendations Issued
	Cases	Employees	Union	Employer			
City	0	0	0	0	0	0	0
School	0	0	0	0	0	0	0
County	0	0	0	0	0	0	0
Village	1	4	1	0	1	0	0
Town	0	0	0	0	0	0	0
VTAE Districts	0	0	0	0	0	0	0
Misc. Municipal	0	0	0	0	0	0	0
Totals	1	4	1	0	1	0	0

Municipal Labor Management Cooperation (LMC-M) Cases Processed 07/01/2007 - 6/30/2009

	Cases Pending 07/01/2007		Cases Received 2007-2008		Cases Pending 07/01/2008		Cases Received 2008-2009		Cases Closed 2008-2009		Cases Pending 06/30/2009	
	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees
City	0	0	0	0	0	0	0	0	0	0	0	0
Employer	0	0	0	0	0	0	0	0	0	0	0	0
Individual	0	0	0	0	0	0	0	0	0	0	0	0
Jointly	0	0	0	0	0	0	0	0	0	0	0	0
Union	0	0	0	0	0	0	0	0	0	0	0	0
School	1	0	0	0	1	0	1	0	2	0	0	0
Employer	0	0	0	0	0	0	0	0	0	0	0	0
Individual	1	0	1	28	0	0	3	0	2	0	1	0
Jointly	0	0	0	0	0	0	0	0	0	0	0	0
Union	2	0	0	28	1	0	4	0	4	0	1	0
County	0	0	0	0	0	0	0	0	0	0	0	0
Employer	0	0	0	0	0	0	0	0	0	0	0	0
Individual	2	0	1	0	3	0	0	0	1	1	2	0
Jointly	0	0	0	0	0	0	0	0	0	0	0	0
Union	2	0	1	0	3	0	0	0	1	1	2	0
Village	0	0	0	0	0	0	0	0	0	0	0	0
Employer	0	0	0	0	0	0	0	0	0	0	0	0
Individual	0	0	0	0	0	0	0	0	0	0	0	0
Jointly	0	0	0	0	0	0	0	0	0	0	0	0
Union	0	0	0	0	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0	0	0	0	0

Municipal Labor Management Cooperation (LMC-M) Cases Processed 07/01/2007 - 6/30/2009 (CONTINUED)

	Cases Pending 07/01/2007	Cases Received 2007-2008	Cases Closed 2007-2008	Employees	Cases Pending 07/01/2008	Cases Received 2008-2009	Cases Closed 2008-2009	Employees	Cases Pending 06/30/2009
Town	0	0	0		0	0	0		0
Employer Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
	0	0	0		0	0	0		0
VTAE Districts	0	0	0		0	0	0		0
Employer Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
	0	0	0		0	0	0		0
Misc. Municipal	0	0	0		0	0	0		0
Employer Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
	0	0	0		0	0	0		0
Totals	4	1	1	28	4	4	5	1	3

STATE EMPLOYMENT LABOR RELATIONS ACT

State Employment Election (SE) and Unit Clarification SE(u/c) Cases Processed 07/01/2007 - 06/30/2009

	<u>Cases Pending 07/01/2007</u>	<u>Cases Received 2007-2008</u>	<u>Cases Closed 2007-2008</u>	<u>Employees</u>	<u>Cases Pending 07/01/2008</u>	<u>Cases Received 2008-2009</u>	<u>Cases Closed 2008-2009</u>	<u>Employees</u>	<u>Cases Pending 06/30/2009</u>
Employer	0	0	0	0	0	0	0	0	0
Individual	0	0	0	0	0	0	0	0	0
Jointly	0	0	0	0	0	0	0	0	0
Union	1	0	0	0	1	0	0	0	1
Totals	1	0	0	0	1	0	0	0	1

Disposition of Closed (SE) and SE(u/c) Cases

07/01/2007 - 06/30/2008 07/01/2008 - 06/30/2009

	<u>Cases</u>	<u>Employees</u>	<u>Cases</u>	<u>Employees</u>
Petition for Election	0	0	0	0
Vote Conducted:				
Bargaining Representative Selected:	0	0	0	0
Bargaining Representative Rejected:	0	0	0	0
Petition Dismissed:	0	0	0	0
Petition for Unit Clarification	0	0	0	0
Unit Clarified:	0	0	0	0
Petition Withdrawn / Dismissed:	0	0	0	0
Totals	0	0	0	0

State Employment Referendum (SR) Cases Processed

	<u>Cases Pending 07/01/2007</u>	<u>Cases Received 2007-2008</u>	<u>Cases Closed 2007-2008</u>	<u>Employees</u>	<u>Cases Pending 07/01/2008</u>	<u>Cases Received 2008-2009</u>	<u>Cases Closed 2008-2009</u>	<u>Employees</u>	<u>Cases Pending 06/30/2009</u>
Employer	0	0	0	0	0	0	0	0	0
Individual	0	0	0	0	0	0	0	0	0
Union	0	1	0	0	1	1	2	776	0
Totals	0	1	0	0	1	1	2	776	0

Disposition of Closed (SR) Cases

07/01/2007 - 06/30/2008 07/01/2008 - 06/30/2009

	<u>Cases</u>	<u>Employees</u>	<u>Cases</u>	<u>Employees</u>
Referendum Conducted:	0	0	1	776
Fair-Share Agreement Approved:	0	0	0	0
Fair-Share Agreement Not Approved:	0	0	0	0
Totals	0	0	0	0

State Employment Unfair Labor Practice PP(S) Cases Processed

	<u>Cases Pending 07/01/2007</u>	<u>Cases Received 2007-2008</u>	<u>Cases Closed 2007-2008</u>	<u>Employees</u>	<u>Cases Pending 07/01/2008</u>	<u>Cases Received 2008-2009</u>	<u>Cases Closed 2008-2009</u>	<u>Employees</u>	<u>Cases Pending 06/30/2009</u>
Employer	0	0	0	0	0	0	0	0	0
Individual	4	4	2	2	6	1	3	3	4
Union	16	6	6	22	16	3	9	1	10
Totals	20	10	8	24	22	4	12	4	14

Disposition of Closed PP(S) Cases

07/01/2007 - 06/30/2008 07/01/2008 - 06/30/2009

	<u>Cases</u>	<u>Employees</u>	<u>Cases</u>	<u>Employees</u>
Decision Issued:	2	20	4	2
Settled or Withdrawn	3	1	5	0
Totals	5	21	9	2

State Employment Grievance Arbitration (SA) Cases Processed

	<u>Cases Pending 07/01/2007</u>	<u>Cases Received 2007-2008</u>	<u>Cases Closed 2007-2008</u>	<u>Employees</u>	<u>Cases Pending 07/01/2008</u>	<u>Cases Received 2008-2009</u>	<u>Cases Closed 2008-2009</u>	<u>Employees</u>	<u>Cases Pending 06/30/2009</u>
Employer	0	0	0	0	0	0	0	0	0
Individual	0	0	0	0	0	0	0	0	0
Jointly	0	0	0	0	0	0	0	0	0
Union	0	0	0	0	0	1	0	0	1
Totals	0	0	0	0	0	1	0	0	1

Disposition of Closed (SA) Cases

07/01/2007 - 06/30/2008 07/01/2008 - 06/30/2009

	<u>Cases</u>	<u>Employees</u>	<u>Cases</u>	<u>Employees</u>
Award Issued:	0	0	0	0
Settled or Withdrawn	0	0	0	0
Totals	0	0	0	0

State Employment Mediation (SM) Cases Processed

	<u>Cases Pending 07/01/2007</u>	<u>Cases Received 2007-2008</u>	<u>Cases Closed 2007-2008</u>	<u>Cases Pending 07/01/2008</u>	<u>Cases Received 2008-2009</u>	<u>Cases Closed 2008-2009</u>	<u>Cases Pending 06/30/2009</u>
--	---------------------------------	---------------------------------	-------------------------------	---------------------------------	---------------------------------	-------------------------------	---------------------------------

Employer	0	0	0	0	0	0	0
Individual	0	0	0	0	0	0	0
Jointly	1	0	0	1	1	0	2
Union	1	1	0	2	2	3	1
Totals	2	1	0	3	3	3	3

Disposition of Closed (SM) Cases

07/01/2007 - 06/30/2008 07/01/2008 - 06/30/2009

	<u>Cases</u>	<u>Employees</u>	<u>Cases</u>	<u>Employees</u>
Interest	0	0	3	57
Grievance	0	0	0	0
Totals	0	0	3	57

State Employment Fact Finding (FF(S)) Cases Processed

	<u>Cases Pending 07/01/2007</u>	<u>Cases Received 2007-2008</u>	<u>Cases Closed 2007-2008</u>	<u>Cases Pending 07/01/2008</u>	<u>Cases Received 2008-2009</u>	<u>Cases Closed 2008-2009</u>	<u>Cases Pending 06/30/2009</u>
--	---------------------------------	---------------------------------	-------------------------------	---------------------------------	---------------------------------	-------------------------------	---------------------------------

Employer	0	0	0	0	0	0	0
Individual	0	0	0	0	0	0	0
Jointly	0	0	0	0	0	0	0
Union	0	0	0	0	0	0	0
Totals	0						

Disposition of Closed FF(S) Cases 07/01/2007 - 06/30/2008

Cases	Closed		Initiated By		Resolved Prior to Fact Finding Order	Resolved Prior to Issuance of Fact Finding Recommendations	Fact Finding Recommendations Issued
	Pending 07/01/2007	Employees	Union	Employer Jointly			
0	0	0	0	0	0	0	0

Disposition of Closed FF(S) Cases 07/01/2008 - 06/30/2009

Cases	Closed		Initiated By		Resolved Prior to Fact Finding Order	Resolved Prior to Issuance of Fact Finding Recommendations	Fact Finding Recommendations Issued
	Pending 07/01/2008	Employees	Union	Employer Jointly			
0	0	0	0	0	0	0	0

State Employment Declaratory Ruling DR(S) Cases Processed

	Cases Pending 07/01/2007	Cases Received 2007-2008	Closed 2007-2008		Cases Pending 07/01/2008	Cases Received 2008-2009	Closed 2008-2009	Cases Pending 06/30/2009
			Cases	Employees				
Employer	0	0	0	0	0	0	0	0
Individual	0	0	0	0	0	0	0	0
Union	2	0	0	0	2	0	1	1
Totals	2	0	0	0	2	0	1	1

Disposition of Closed DR(S) Cases

07/01/2007 - 06/30/2008 07/01/2008 - 06/30/2009

Dismissed - Settled/Withdrawn Declaratory Rulings Issued	07/01/2007 - 06/30/2008		07/01/2008 - 06/30/2009	
	Cases	Employees	Cases	Employees
	0	0	0	0
	0	0	1	1
Totals	0	0	1	1

State Employment Labor Management Cooperation (LMC-S) Cases Processed 07/01/2007 - 6/30/2009

	Cases Pending 07/01/2007	Cases Received 2007-2008	Closed 2007-2008		Cases Pending 07/01/2008	Cases Received 2008-2009	Closed 2008-2009	Cases Pending 06/30/2009
			Cases	Employees				
Employer	0	0	0	0	0	0	0	0
Individual	0	0	0	0	0	0	0	0
Union	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0

PERSONNEL APPEAL CASES

Personnel Appeal (PA) Cases Processed 07/01/2007 - 6/30/2009

	<u>Cases Pending 07/01/2007</u>		<u>Cases Received 2007-2008</u>		<u>Cases Pending 07/01/2008</u>		<u>Cases Received 2008-2009</u>		<u>Cases Closed 2008-2009</u>		<u>Cases Pending 06/30/2009</u>	
	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees
PA(dimrs) Stats. 230.44 (1)(a)	4		9	6	7	6	3	6	6	6	4	
PA(der) Stats. 230.44 (1)(b)	17		13	23	7	28	34	19	19	19	22	
PA(adv) Stats. 230.44 (1)(c)	34		19	24	29	24	24	27	27	27	26	
PA(sel) Stats. 230.44 (1)(d)	12		12	11	13	14	10	14	14	16	9	
PA(grp) Stats. 230.45 (1)(c)	1		2	2	1	2	1	1	1	1	1	
PA(haz) Stats. 230.45 (1)(d)	1		1	1	1	1	1	2	2	2	0	
PA(gen)	0		0	0	0	0	0	0	0	0	0	
Total	69		56	67	58	75	73	69	71	62		

Notes:

- 230.44 (1) (a). Appeals of personnel decisions made by the Administrator of the Division of Merit Recruitment and Selection, including civil service examinations.
- 230.44 (1) (b). Appeals of certain actions taken by the Director of the Office of State Employment Relations, primarily relating to position classifications.
- 230.44 (1) (c). Appeals of certain disciplinary actions taken against non-represented civil service employees.
- 230.44 (1) (d). Appeals of certain actions related to the hiring process in the classified service, primarily selection decisions.
- 230.45 (1) (c). Appeals of decisions denying hazardous duty benefits.
- 230.45 (1) (d). Fourth-step grievances of non-represented employees.